



G1 Military Personnel Newsletter

As of 29 April 2019

Address

Boone Center
100 Minuteman Parkway
Building 124
Frankfort, KY 40601

Topics:

- Personnel Services Branch
- Enlisted Branch
- Officer Branch
- SIB Section
- Education & Incentives
- Health Services
- Recruiting and Retention
- Strength Numbers
- Yearly Operation Plan
- G1 Phone Directory

Greetings from COL Clay, Director of Military Personnel

As the incoming G1, I look forward to working with and for the Soldiers in our organization. Rest assured that our Soldiers and Families are THE top priority. As I stated at the G1 Workshop last month, the directorate works for the subordinate units! Our focus is to be a customer oriented G1 who assists, advises and facilitates for unit leaders. During the coming months we must turn our focus to retention and exhaust all efforts to retain our best and brightest. Recruiting and Retention of a competent, confident and fit force will set the conditions for success for future Guard generations.

The Kentucky National Guard is a great team to be a part of. We are a family and community based military organization that has no equal. We have the most versatile and resilient people who serve in our great organization. Those people deserve outstanding leadership and as the G1 we will do our part to provide just that. Thank you for all that you do.

Fight as Kentuckians!

Remarks from SGM Jones, G1 SGM

As everyone should know, the KYARNG's educational benefits are second-to-none. I've been told several times in my life it's hard to beat "free" and that is exactly the case for eligible Guard members who want to attend an in-state college or university and receive free tuition. Eligible members of the KYARNG must apply by the deadlines (Summer and Fall - 1 April; Spring - 1 October. Apply online for each semester at:

<https://ky.ngb.army.mil/tuitionstudent/>.

Another great benefit that is often overlooked is the Army Credentialing Program, known as COOL (Credentialing Opportunities On-Line). COOL helps Army Service members find information on certifications and licenses related to their jobs. For a 42A, it will give the detailed background information on credentialing requirements and potential gaps between Army training and civilian human resources civilian credentialing requirements. Visit the COOL website at: <https://www.cool.army.mil/index.htm> to learn more.

Annual Training season is upon us. In order to ensure your Soldiers receive the correct pay and entitlements due to them, units should review their Unit Command Pay Management Report. These are available at the following link on the USPFO home page:

Key items that directly affect a Soldier's pay are available in section one, status data, of the report. This data is current as of the last end of month military pay update. Units must ensure that Soldiers' pay status, rank, BAH status, and direct deposit information are current. Checking this information before the payroll is processed will greatly reduce the number of supplemental pay packets that have to be manually processed at the USPFO Military Pay Office and delays in a Soldier's pay.

1. AR 600-8-4, 03/15/2019, Line of Duty Policy, Procedures, and Investigations.
https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1003269
2. AR 600-8-22, 03/05/2019, Military Awards.
https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1003738
3. AR 600-8-105, 03/22/2019, Military Orders.
https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1004482
4. AR 611-110, 03/29/2019, Selection of Army Aviation Officers and Warrant Officers.
https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1004990

Personnel Services Branch



Awards Section Updates:

- The next Awards Board will be 15 May 2019 (OPORD 19-01)

Common Mistakes:

- Make sure to utilize "OLC" in block 10 (Oak Leaf Clusters) along with the number. For example, if the Soldier has 3 ARCOMs, block 10 should read "ARCOM 2 OLC."
- For any award that goes to NGB or above, block 13 should be NLT 120 days by the time it is submitted to state level.

PSB Updates:

- The Senior Leader Board scrub will take place on 22 May 2019 to review officer assignments. Be prepared to provide status on directed moves and any requests from other MSCs or the G1.
- EPS Documents to include the current MOIs and enclosures have been uploaded to GKO. To find them go to the G1 Sharepoint page > G1 Publications (on left) > KYARNG EPS Products.



What's going on: Decentralized E4-E5 Boards: Adjustments are being made to the dates submitted by MSCs. New dates will be pushed out ASAP. Make sure your SNL of board members and dates are submitted to LTC Harvey and CW3 Maggard NLT 1 May 19.

Updates:

- The Enlisted Qualitative Retention Board (eQRB) will be held 6-10 May 19
- Centralized E6-E9 EPS board upcoming suspense dates: **NLT 15 May 19** SNL of Soldier with a NCOER pending acceptance by HQDA to G1. **NLT 31 May 19** SNL to G1 SGM of recommended board members. 00F Duty Description for every 00F vacancy on the FY 20 TDA document to the G1 Enlisted Branch.

Tip of the Month

EPS Tip: When you are listing accomplishments for your NCOER, do not be modest. One of the most common hurdles for first-time NCOER writers is modesty. Most of us don't want to appear as if we're bragging about our performance, and that's good. Do not lie, but when it comes to NCOERs, your goal is to make it sound as if you're the best Soldier ever! In Army evaluations, we always write to make it sound as if we invented the alphabet or developed the internet. We always exaggerate somewhat. That's just the way it's done and you have to get in that mode. When you get used to it, it can actually be fun.

Next PSNCO teleconference: 29 MAY/ 26 JUN / JUL 31



OFFICER BRANCH



What's Going On:

- FY 19 DA Board schedule has been updated effective 12 February 2019. Officers, scrub your performance folder in iPERMS.
- Don't wait for the monthly FED REC board for promotions and branch transfers. These are processed on demand. May FED REC board is 21 May 2019, with packets due 10 May 2019.

Updates:

- SRB has been moved from December 2018 to 13-17 May 2019.
- All DA Board files are now closed for FY 19. CPT APL board convenes 29 April 2019.

Issues:

- If you experience any problems with your "my board file" contact Officer Personnel.

National topics:

- The scrolling process has been revamped for unit vacancy promotions. Scrolls P06-19, P08-19, and P10-19, are at SEC ARMY.



The KY D-120 IPPS-A Brief, Training overview brief and Enterprise Learning Management (ELM) is scheduled for 22 May 2019. Upon completion of this, distance learning will be made available for KY. The G1 is currently in the process of developing products for the implementation and will be made available in the near future. The KY IPPS-A document library I at the following link:

<https://gko.portal.ng.mil/states/KY/G1/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fstates%2FKY%2FG1%2FShared%20Documents%2FKYARNG%20IPPS%2DA%20Products&FolderCTID=0x012000CA13166E5FBE124FB5D0990ED86E4656&View=%7B06602A1D%2D93B6%2D444A%2D9D2F%2DC0>

<http://www.IPPS-A.army.mil>

DEERS

COMMON ACCESS CARD CERTIFICATE REDUCTION AND REALIGNMENT PLAN (FOUO). From the FORSCOM G-1 HR Training and Assessment Branch: All Soldiers and Civilians (DOD, DA, Contractors) who possess a Common Access Card (CAC) issued prior to 24 February 2018 must activate the PIV-Auth Certificate via the Defense Manpower Data Center (DMDC) Self Service portal NLT 1 July 2019. Instructions to activate the PIV-Auth Certificate are provided at the following link. It takes less than seven minutes. Users with a CAC issued on or after 24 Feb 18 already have an activated PIV-Auth Certificate and no action is needed at this time.

<https://www.milsuite.mil/book/docs/DOC-598055>

RCMS Update

RCMS (DPRO, Record Brief, etc) is back online and NGB is currently in the process of loading all the data into the system. RCMS applications are expected to be fully functional no earlier than 31 May 2019.

New Extension Guidelines

DA Form 4836's completed under Table 1 Rule F will now be processed by G1-SIB Branch. The unit will upload the DA Form 4836 in iPERMS, the BN/BDE S1 shop verifies the documents and as long as the Soldier qualifies for the extension under Rule F, batches will be sent to quality control to SIB Branch for processing using the comment "ATTN SIB Branch". (See Desktop Reference SIB 24)

Any SIBXHub issues are required to be submitted on a DPI Service request to create a help desk ticket on the USPFO website or <https://ngky-uspfoweb/dpihelp/newhelp.asp>

Please use the SIB Section mailbox for all requests/inquiries:

ng.ky.kyarng.list.jfhq-j1-sib-ngb-nested@mail.mil



Education & Incentives



- ✓ GIMS has been restored; however it is experiencing issues. GIMS out of date data should be updated by mid-May per NGB. This update will correct most issues when units are working to extend Soldiers or send up payments; however if the contract has already gone into monitor rule failure we will still need to work the corrections even if the monitor rule failure is false.
- ✓ Some GIMS system functions are not operating properly; there are missing buttons, invalid monitor rule violations, ghost contracts, etc. The State, NGB, and the system vendor are working on these. Update: The vendor has corrected the missing pay button for Re-enlistment contracts, I am working to push the vast number of cases in the state bin as fast as possible.
- ✓ We are still loading manual contracts into GIMS, it has proven to be a slow and arduous process. Please continue to have patience as we work diligently to get these loaded for Soldiers to get paid.
- ✓ Soldiers just back from training may have their GI Bill applications denied erroneously by VA. Contact SSG Boone, our State GI Bill Manager to fix matthew.p.boone2.mil@mail.mil.
- ✓ Any members who are behind in GI Bill payments and experiencing severe financial hardship should contact their School, VA (1-888-442-4551), or State GI Bill Manager.
- ✓ 1 April deadline has passed, units need to validate their Soldiers' State TA applications online.



State Surgeon and Health Services

Medical Readiness

The medical readiness of our Soldiers is critical to our success on the battlefield. Maintaining our Human Weapon Systems, similar to mission essential vehicles or equipment of the battlefield, will allow for predictability of personnel resources. Medically ready Soldiers are less likely to be missing from training while at home station and are less likely to be a preventable loss while deployed. **Maintaining Soldier and unit medical readiness is the responsibility of every commander and leader in the Army. Medical readiness impacts unit readiness and deployability. The Army's deployable strength goal is 95 percent. To that end, the ARNG medical readiness goal is 90 percent Medical Readiness Classification (MRC) 1 and 2, MRC3 at less than 8 percent, and MRC 4 at less than 2 percent.**

Our MRC GO numbers continue to rapidly decline due to an increase in MRC 4 Soldiers. To improve this we need to project and complete a PHA for the MRC 4 population. The TMC (BNGC and WHFTC) are both up and operational. Your case management team can assist scheduling PHAs or you can contact the Medical Detachment, 75th Troop Command (see instructions below).

WHO: All KYNG Soldiers in a duty status with current or pending MRC4 status

WHAT: Scheduling a PHA outside of IDT weekends

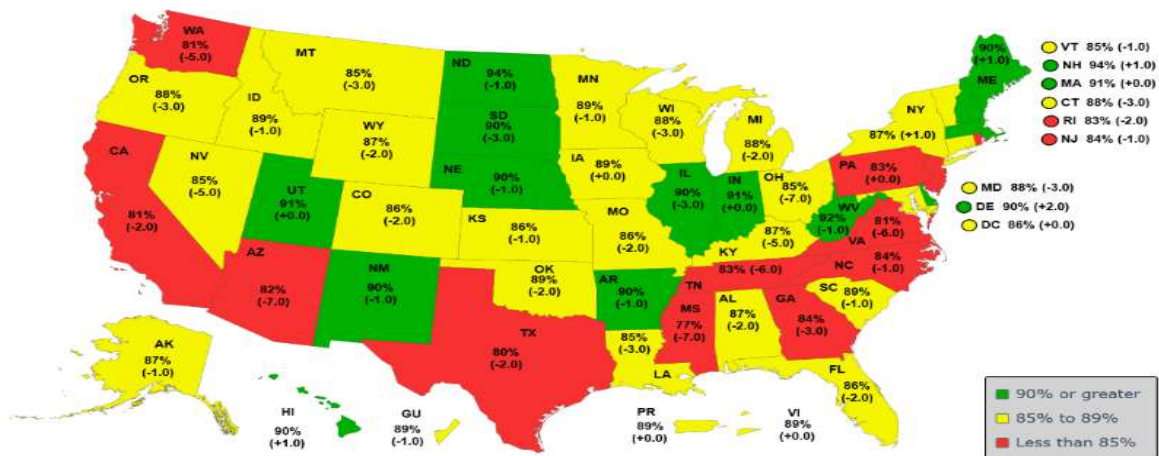
WHEN: Tues-Thursday 0830- 1300

WHERE: BNGC Frankfort, KY TMC WFRTC Greenville, KY

WHY: To improve MRC4 numbers

HOW: Soldiers should go through their BDE Medical NCO/Case manager. Medical NCO/Case manager will submit the PHA SNL and contact the below:

BNGC: SFC Mike Moore michael.w.moore3.mil@mail.mil (502) 607-6546



Medical Operating Systems

New LOD Reg: The new AR 600-8-4 has been released. Please review for updated policy changes. They are currently working on updated NGB guidelines. There are many changes coming as soon as NGB puts out all their guidance we will clarify our new procedures as well.

New DA 7652: There is a new DA 7652 (DES Commander's Performance and Functional Statement). The April 2019 version of the DA 7652 (DES Commander's Performance and Functional Statement) has been published and is available on the ADP webpage. Cases already in progress may proceed with the 2017 version; however, any new or returned cases submitted to the MEBTO on (or after) 1 May will require the 2019 version.

NON Duty SOP: Attached is the new Non Duty related SOP dated 26 July 18. We have seen several versions of the PEB packets come through here, however, this is the most recent update. This came from SSG Camaioni, our POC at NGB. See Page 1 specifically. The "required vs recommended". The required items speak for themselves. Don't worry about the Bookmarking. Continue to send the packets like you have, we will Bookmark them at the state level as we review them.

Readiness Updates

Spring is busy season all around the Guard and often when we see concerning or higher-risk behaviors increase as well. Unit leaders have been doing a fantastic job so far this season in referring Soldiers to get appropriate help when needed and providing potentially life-saving interventions! Thank you for what you're doing! If there's any imminent threat or danger for a Soldier, please remember to call 911 or the Veterans Crisis Line at 1-800-273-8255 (Press 1) for immediate support. For non-emergency requests, please contact your nearest behavioral health provider or our case manager, Ms. Phyllis Townsend, to schedule an appointment: 502-607-1282.

KYARNG Behavioral Health Team

Director of Psychological Health (Frankfort):
Tim Olsen, LCSW, 502-607-1992

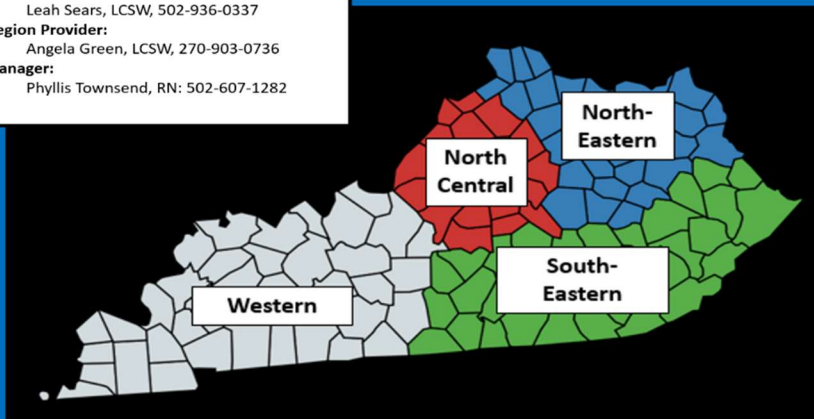
North-Central Region:
Floyd Hunsaker, LMFT, 859-420-8658

North-Eastern Region:
Anna Lingeman, CSW, 859-475-8430

South-Eastern Region:
Leah Sears, LCSW, 502-936-0337

Western Region Provider:
Angela Green, LCSW, 270-903-0736

BH Case Manager:
Phyllis Townsend, RN: 502-607-1282



Let's Talk.

Free, Confidential, Coaching on:

- Strengthening relationships
- Increasing confidence
- Reducing stress
- Better sleep
- Dealing with stress
- Handling anger
- Tackling depression & anxiety
- Post-Deployment challenges

Call your nearest professional today.



Recruiting & Retention



RETENTION PROGRAM TIPS

Unit Retention Programs are essential to sustaining long-term unit personnel strength and for a successful State Strength Maintenance Program. A few simple, but effective tips that are indicators of a healthy unit retention program:

1. **Command Emphasis** – Unit leadership prioritizes retention and focuses regular attention on the program; Publish unit retention goals; Monitor unit retention rate.
2. **Sponsorship** – Unit representatives meet Soldiers at RSP First Formation; Sponsors are assigned and contact Soldiers prior to IDT and remain engaged throughout the Soldier's first-term of service; Squad Leaders take ownership.
3. **Unit Retention NCO** – Individual is appointed with additional duty orders and is trained (PEC or RRB); NCO is fully engaged and provides updates to CDR/1SG.
4. **Counseling** – Counseling is conducted from the Squad Leader up to the 1SG/ Commander; All leaders emphasize the Soldier is a valued member of the Team.

RETENTION EVENT SUPPORT

KY-RRB will provide individually-tailored support to Brigade, Battalion and Company Retention Events (i.e. SRPs, AT, IDT, etc.). Units may request Retention Briefings, ETS Counseling, Retention Training and/or evaluation of unit Retention Programs. Coordinate Retention Event support with the R&R Battalion S3, MAJ Aaron Isaacs at (502) 607-6011 or aaron.c.isaacs.mil@mail.mil.



BONUSES (FY19Q3)

MSCs may recommend one (1) Top-10 MOS and one (1) low-density MOS quarterly.

Top 10 MOS Bonus (\$20,000): 88M, 31B, 12N, 11B, 91B, 15T, 74D, 13J, 92G, 92F

Low Density MOS Enlistment Bonus (\$20,000): 11C, 12T, 13R, 94R, 15G

6-year Re-enlistment Bonus: **\$20,000**

2-year Re-enlistment Bonus: **\$4,000**

Personnel - Strength

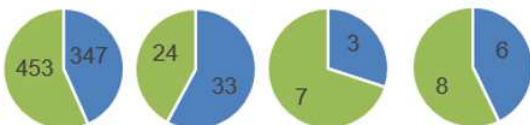
Gains - Accessions

Accessions

Enlisted Mission: 800
Officer Mission: 81

● Accessed
● Required

Enlisted 800 O-Basic 57 O-Specialty 10 Warrant 14



As of 20190415

Losses - Reason

Loss %		
Reason	FY18	FY19
Accept Commission	6.42%	6.00%
APFT/HT_WT	4.73%	1.15%
ASAP	3.37%	2.54%
AWOL	6.17%	3.46%
Deceased	0.32%	0.00%
ETS	34.40%	40.42%
Medical	13.55%	11.55%
Misconduct	0.88%	0.23%
Oth Svc or State	9.46%	9.93%
Other	3.13%	6.24%
Resignation	2.49%	3.46%
Retirement	8.42%	6.70%
Tng Pipeline	6.66%	8.31%

As of 20190331

Assigned Strength
6440

Force Structure Allowance
98%

End Strength
99.8%

FY19 End Strength Projection

FY19 End Strength Goal	6450
Total ETS FY19	817
ETS Remaining	332
Current Retention	302 of 485 (62%)
Retention Goal	750
FYTD Losses	469

As of 20190416

FY19 Loss Report

Losses minus Admin Seps: 332

Loss Reason	Loss Reason Code	Total
Medical Condition	MG	25
AWOLs	CW	18
RFP/Failure to Report (IST)	IA	16
Alcohol or Drug Abuse	AD	12
Failed to meet Medical Procurement Standards	MI	10
APFT or Ht/Wt Failures	SL	5
Pregnancy or Childbirth	PC	3
Fraudulent Entry	FP	2
Hardship or Religious Reasons/Sole Survivor	HA/SJ	2
Misconduct	MM	1
Dependency	DC	1
Expiration of Authorized period in ING	EL	1
Failed to complete Mil-Ed	FD	1
Failure to be Selected for Promotion to CW2 or 1LT	FB	1
Non-Select for Promotion	NP	1
Other	SE	1
Dropped from Rolls	DE	1

Admin Seps: 101

Loss Reason	Total
ETS (CE, CG, ER)	183
Discharged to Another Service or State (AH, EC, GA, EB, IN)	47
Discharged to Accept Commission (WB, WE)	26
Medical retirement (CF, TD)	23
Retired (CB, CC, XM)	34
Resigned Commission (RJ)	15
Retention Board Loss (SC)	4

Training Pipeline Losses: 36 Total

Loss Reason	Loss Reason Code	Total
Trainee Discharge	TK	18
Pre-IADT Discharge	PE	18

Total Losses (FYTD): 469
Losses Last Month: 364

As of 20190411

TY19 – G1 YEARLY OPERATION PLAN

IDT	OCT 13-14	NOV 3-4	DEC 8-9	JAN 12-13	FEB 23-24	MAR 16-17	APR 12-14	MAY 17-19	JUN 8-9	JUL NO IDT	AUG 17-18	SEP 14-15
LOC UTAs	HS 4	HS 4	HS 4	HS 4	HS 4	HS 4	HS 6	HS 6	HS 4	N/A 0	HS 4	HS 4
Total UTAs	4	8	12	16	20	24	30	36	40	40	44	48
G1	FINAL FORM		Christmas Open House	G1 CONF MOI	UMR SCRUB (STATE)	G1 LONG RANGE PLANNING G1 CONF (19-21)	GREY AREA (14) UMR (BY BDE) NGB MILPO FINAL FORM(14)		FY SPEND PLAN DUE (1)		UMR SCRUB (STATE)	RISK MGTMNT DMA REPORT DUE
PSB	OCS/ROTC BRANCHING GDMLA GUIDANCE AWARDS BOARD FRB	SLB IDT GDMLA BOARDS EPL (E4-E5) AWARDS BOARD FRB	EPL (E6-E9) AWARDS BOARD FRB	SLB ASSIGN. PUBLISH FED AWARDS BOARD (BASE OPORD) AWARDS BOARD FRB	EQRB/SRB MOI AWARDS BOARD FRB	OCS PACKETS MOI (23) EPS BOARDS (WORKING GROUP) (19) AWARDS BOARD (20) FRB (19)	EPS MOI (1) AWARDS BOARD (17) FRB (16)	SLB SCRUB (22) OAB MOI eQRB (6)/ SRB (13) AWARDS BOARD (15) FRB (21)	FEEDER MEMOS DUE (30) IPR FOR EPS BOARDS BRANCH BRD PUBLISH AWARD BRD (19) FRB (18)	EPS BOARD (DOCS DUE) AWARDS BOARD (17) FRB (16)	AWARDS BOARD (21) FRB (20)	OAB (4) EPS BOARD (9) AWARDS BOARD (18) FRB (17)
OPS/MOB		CRE 1-149th	DEMOB * 101st * 2/245th SRP2 1/175th CRE 1/149th		MOB *1/175th (2) *2-147th (14) CRE 198th MP (4-8)	DEMOB *63rd TAB (SWB - T32) CRE DRAFT CHECKLIST	MOB *1103rd (16) *2061st (8-12) DEMOB - 2112th (8-12) QUSR Turn-In (10-11)	CRE 75th TC (13-17) SHOWCASE EVENTS *149th BSB *201st EN *617th MP	STATE OPORD PUBLISH SHOWCASE EVENTS *103rd BSB *1-623rd FA *2-138th FA	MOB 206th (24) QUSR Turn- In (10-11)	MOB 223rd (14)	SHOWCASE EVENT * 1-149th
SIB				IPPS-A Live for PA	MSTAG R3 Workshop		IPPS-A Live for VA		IPPS-AD-120 visit MSTAG Workshop IPPS-A Live for FG3	IPPS-A ROC Drills IPPS-A SME+ Tng	IPPS-A ROC Drills IPPS-A Live for FG4	IPPS-A ROC Drills IPPS-A On- Site Support
SRP/PHA SYNC	75th TC, 103rd CM	1/149th IN	751st TC, 201st EN, 63RD	R&R, 2/138th FA, 1/623 FA, 103rd BSB	198th MP	238TH REG, 206th EN, 149th BSB (21-24)		JFHQ (17-19)				
R/R	ADMIN AT PHA/SRP APFT / IWQ	RETENTION NCO TRN EVENTS VETERANS DAY EVENTS	UNIT RETENTION HRAP-POA XMAS PARADES	SPRING COLLEGE LIST, MRKT REQUEST LIST, MRKT REQUEST JA	GX NIGHTS SPRING PLANNING ADDITIONAL SEV	SPORTS EVENTS JROTC CERTS HS TESTING	RRNCO REMEDIAL TRN, APFT(18), SUMMER PLANNING	ADMIN AT PLANNING(1-3) HS AWARDS GRADUATION	CRE (18) SUMMER PROGRAMS EVENTS SURGE RETENTION	COI/VIP APPT SUMMER SURGE, COM VISITS NGB SI	DA- IG INSPECTION (21-22) HR INVENTORY SUMMER EVENTS	
E & I	SPRING TA DEADLINE (1)						FALL TA DEADLINE (1)					

G1 Phone Directory

Fax (502) 607-1394/1720

Conference Room: (502) 607-1463

Fight as Kentuckians



Director, G1

COL Clay, Douglas 1330

Deputy G1

LTC Carpenter, Travis 1462

Senior Personnel Warrant

CW4 Harlan, Donald 1374

G1 SGM

SGM Jones, Chadwick 1196

Operations/MOB Readiness

1LT Forrest, Logan 1429

Budget

Mr. Mudd, Will 1636

Mrs. Barrett, Lora 1754

PSB

LTC Harvey, John 1249

CW4 Arnett, Larry "Moe" 1244

CW3 Maggard, Jennifer 1093

MSG Clough, Fredrick 1560

SFC Morey, Adriane 1755

SSG Cooper, Casey 1869

SFC Vance, Roger 1931

SSG Sheridan, Nicholas 1537

Awards

SGT Tagarook, Brandon 1519

SIB

CW3 Ford, James 1621

SFC Mackey, Nancy 1156

SSG Decker, Brooklynd 6020

WO1 Wamsley, Natalie 1693

Health Services

LTC Beasley, Shelly 1046

1SG Baker, LeeAnn 1151

SFC Osbourne, Joseph 1498

Mr. Hawkey, Rex 1939

Mr. Grebe, Lance 1864

Mr. Arnold, Travis 1571

Ms. Shakir, Durar 1275

Medical Records

Ms. Trumbo, Anihhya 1698

Behavioral Health

Mr. Olsen, Tim 1992

Mr. Hunsaker, Floyd 1256

Ms. Phyllis, Townsend 1282

Clinic Support

Ms. Upchurch, Sharon 1915

Ms. Carter, Donna 6444

Education / Incentives

Mr. Combs, Bryan 1916

SFC Ohlmann, Kyle 1307

SSG Boone, Matthew 1138

Mr. Newton, Charley 1039

Mr. Reynolds, Mike 1089

DEERS

SSG Wilkinsrodgers, Susan 1660

Lexington Armory 2444

Richmond Armory 2741

Burlington Armory 3517

Bowling Green Armory 2213

Bowman Field Armory 2677

Ashland Armory 2122

Owensboro Armory 3209